



World's Best Workforce Public Hearing

November 6, 2023

Presented by WBWF Committee

Land Acknowledgement

We acknowledge Robbinsdale Area Schools is located on the homelands of the Dakota and Ojibwe people.

We recognize the painful history of genocide and forced assimilation of the Indigenous inhabitants of this land.

We honor and respect the many Indigenous peoples who live on and hold sacred these lands, and we stand with members of these Nations to fight injustice in all of its forms.

We uphold the preservation of Dakota and Ojibwe languages, land based education, and tribal sovereignty.



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Mission

The mission of Robbinsdale Area Schools is to inspire and educate all learners to develop their unique potential and positively contribute to their community.

Norms

- Keep an Open Mind
- Feelings:
 - Validate
 - Acknowledge
 - Move Past
 - Grow
- Stay Solution Focused
 - Avoid Shame and Blame
 - Focus on Data

What is the World's Best Workforce?

The World's Best Workforce (WBWF) legislation was developed in 2013 (Minnesota Statutes, section 120B.11) to ensure that school districts and charter schools in Minnesota enhance student achievement through teaching and learning supports.

School boards that govern districts and charter schools are required to develop comprehensive, long-term strategic plans that address five goals.

What are the five WBWF goals?

1. All children are ready for school.
2. All third-graders can read at grade level.
3. All racial and economic achievement gaps between students are closed.
4. All students are ready for career and college.
5. All students graduate from high school.

Equitable Access to Excellent Teachers

- The majority of district teachers are experienced teachers (defined as having taught more than three years)
- Our teachers overwhelmingly meet the state definition of highly qualified and only a few of our teachers have required RAS to request a variance.
- As a highly diverse district, our hiring standards have ensured appropriate licensure for our teaching staff.

Experience	2020-2021	2021-2022	2022-2023
Less than 3 Years	20.3%	25.1%	23.24%
3-10 Years	28.8%	15.8%	28.32%
More than 10 Years	50.5%	59.1%	48.42%

Diversity of RAS Teachers 2022-2023

Race/Ethnicity	22-23 Non-Licensed Staff (EAs/PGAs)	22-23 Licensed Staff (Teachers)
African American/Black	21.32%	2.70%
American Indian	1.02%	0.34%
Asian/Pacific Islander	3.30%	1.80%
Hispanic/Latino	5.58%	1.46%
White	68.78%	93.69%

WBWF Goal #1: All children are ready for school.

Goal: Working toward a goal of all kindergarten students having the early literacy skills needed to become proficient readers.

Among four-year-olds **who attended** district pre-kindergarten programs, the district will **increase the percentage whose letter naming fluency** (as measured by the FastBridge earlyReading letter naming fluency subtest) **is considered low risk** (at the 40th percentile or higher) **from 50% in fall 2021 to 60% in fall 2023.**

	VPK 20-21 Fall 21	VPK 21-22 Fall 22	VPK 22-23 Fall 23
Low Risk on Letter Naming	50%	51%	47%
	125 of 248 students	135 of 265 students	121 of 256 students

The FastBridge earlyReading Letter Names subtest assesses students' accuracy and automaticity with naming uppercase and lowercase English letters in isolation.



WBWF Goal #2: All third-graders can read at grade level

Goal: Working toward a goal of all 3rd grade students being proficient in reading, the district will **increase the percentage of all tested third grade students meeting or exceeding expectations on Minnesota’s standards-based accountability assessments for reading (MCA and MTAS) from 43.5% in 2019 to 54% in 2023.**

% Proficient on Accountability Assessments	2019	2020	2021	2022	2023
3rd Grade Reading	43.5%	----	39.1%	40.2%	39.2%

Minnesota’s Statewide Standards-based Accountability Assessments (MCA and MTAS) are designed to provide a snapshot of student learning of the grade-level Minnesota Academic Standards. They are criterion-referenced assessments, which means they measure performance against a fixed set of criteria .

WBWF Goal #3: All racial and economic achievement gaps between students are closed

Goal: Working toward a goal of closing the achievement gap by increasing the percentage of Students of Color scoring proficient on Minnesota’s standards-based accountability assessments for **reading** (MCA and MTAS), the district will **decrease the difference between Students of Color and White students in regard to the percentage who score at proficient levels by 10 percentage points, from 31.9 in 2019 to 21.9 in 2023.**

Year	% Proficient White Students	% Proficient Students of Color	Difference
2019	68.8%	36.9%	31.9 percentage points
2022	65.6%	30.6%	35.0 percentage points
2023	64.7%	26.9%	37.8 percentage points



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WBWF Goal #4: All students are ready for career and college

Goal: Number of CTE and college credit-bearing courses students were enrolled in will **increase by 10 percentage points in 2023.**

Number of CTE and college credit-bearing courses students were enrolled in:	2022 (Baseline)	2023 Goal	2023
AP / IB / CTE courses taken (grades 9-12)	2404	2645	2654
PSEO courses taken (grades 9-12)	858	944	1003

WBWF Goal #5: All students graduate from high school

Goal: Working toward a goal of all district students graduating, the percentage of RAS seniors who graduate in four years will **increase from 80.2% in 2020 to 90% in 2030.**

Graduation Rate	2020	2021	2022	2023	Goal 2030
Robbinsdale Area Schools	80.2%	83.1%	84.6%	Not reported until Spring 2024	90%





Achievement and Integration 3-Year Plan

Beth Tepper and Tony Patterson





Achievement and Integration

Goal 1

Increase the four-year graduation rate of the protected class students by 5 percentage points from 78.9 percent for the class of 2021 to 83.9 percent for the class of 2025.

Aligns with WBWF goal: All students graduate from high school

Four-Year Graduation Rate	2021	2022	2023	Goal 2025
Protected Class students	78.9%	82.2%	Not reported until spring 2024	83.9%





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Achievement and Integration

Goal 2

Robbinsdale Area Schools will increase its licensed staff of color by 5 percentage points from 6 percent in 2022 to 11 percent in 2026.

Percent of Licensed Staff	2022	2023	2024	2025	Goal 2026
Staff of Color	6%	6%	---	---	11%





Achievement and Integration

Goal 3

Robbinsdale Area Schools will increase the percentage of students scoring at proficient levels on state accountability reading assessments of the protected class students by 5% points from 30.6% in 2022 to 35.6% in 2026.

% Proficient	2022	2023	2024	2025	Goal 2026
Protected Class students	30.6%	26.9%	---	---	35.6%



Strategies to Meet the WBWF Goals

- **Science of Reading**
- **MTSS Tiered interventions**
- **Culturally and Linguistically Responsive Teaching**
- **Bridge-to-Read**
- **Reading Corps**
- **Tiered reading classes at the secondary level**
- **AVID reading strategies**
- **Building Assets Reducing Risks (BARR): Intensive attendance and grade monitoring for 9th-grade students**
- **Credit completion programming**
- **Summer programming / Freedom schools / Targeted Services**
- **Blended learning framework**



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Questions?





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Thank you!

